

**Capital Cities, Great City Schools Districts and Other District Superintendent Salary Comparison**  
**Prepared For: DES MOINES PUBLIC SCHOOLS**

		2011-12	* 2012-2013	* 2013-2014
District	Enrollment	Base Salary	Estimated Salary	Estimated Salary
<i>Lincoln, NE</i>	34,500	\$258,671	\$266,431	\$274,424
<i>Madison, WI **</i>	25,000			\$250,000
<i>Sacramento, CA</i>	50,000	\$245,000	\$252,350	\$259,921
<i>Springfield, IL (actual 2012-13 salary)</i>	13,900		\$220,000	\$226,600
<i>Atlanta, GA</i>	45,000	\$240,000	\$247,200	\$254,616
<i>Omaha, NE (actual 2012-13 salary)</i>	46,000		\$258,107	\$265,850
<i>Milwaukee, WI</i>	80,000	\$265,000	\$272,950	\$281,139
<i>Kent, WA</i>	26,800	\$240,000	\$247,200	\$254,616
<i>Washington, DC</i>	45,000	\$275,000	\$283,250	\$291,748
<i>Killeen, TX</i>	36,000	\$245,000	\$252,350	\$259,921
<i>Ann Arbor, MI</i>	16,400	\$245,000	\$252,350	\$259,921
<i>Memphis, TN</i>	110,000	\$282,241	\$290,708	\$299,429
<i>Douglas Co., CO</i>	53,000	\$280,000	\$288,400	\$297,052
Shawnee Mission, KS (actual 2012-13 salary) currently conducting supt. search	28,000		\$226,900	\$233,707
Howard Co., MD	49,000	\$250,000	\$257,500	\$265,225
<b>Average</b>	43,906		\$226,375	\$264,944

\* 2012-13 and 2013-14 salaries based on a 3% increase each year

\*\* Currently advertising the salary at this amount

Districts in italics are capital cities

Highlighted districts are members of the Council of Great City Schools